



Wage Theft is a Crime

Concerned about your Immigration Status?

The Seattle Police Department and other City Representatives **will not ask about your immigration status**, and your immigration status will have no effect on your wage theft case.

The Seattle Police Department wishes to foster trust and cooperation with all people in the City of Seattle and to encourage all complainants, witnesses, and victims to communicate with Seattle Police officers without inquiry about their immigration status.

How to file a Criminal Complaint

- Call 911 for emergencies if you believe you are in immediate danger.
- Call 206-625-5011 for non-emergencies.
- Call the Customer Service Bureau, the City of Seattle's complaints and information office at 206-684-2489 (CITY).
- File a report online at:

seattle.gov/police/report

or

seattle.gov/customerservice/request.htm



This brochure created in joint partnership
between:

Seattle City Attorney's Office
Seattle Police Department
Seattle Office of Immigrant and Refugee Affairs
City of Seattle Customer Service Bureau

**Seattle's Wage Theft
Ordinance can help you get
the wages you earned**



Wage Theft is a Crime

**NOT PAYING YOU MINIMUM
WAGE IS A CRIME**

**NOT PAYING YOU THE WAGES
YOU WERE PROMISED
IS A CRIME**

**MAKING YOU WORK UNPAID
OVERTIME IS A CRIME**

**MAKING YOU WORK OFF
THE CLOCK IS A CRIME**

What is Wage Theft?

Wage theft is the failure to pay workers the wages owed to them, and it occurs in many industries, including retail, construction, janitorial, homecare, restaurant, and fast-food.

Wage theft includes:

- being paid less than the minimum wage of \$9.32 in 2014
- being forced to work off the clock
- not being paid for all hours worked
- not being paid the amount promised
- not being paid overtime

Seattle Wage Theft Ordinance

In Seattle, it is a gross misdemeanor to intentionally commit wage theft. This means that a person can be arrested for not paying a worker what he or she is owed.

Who is covered under the ordinance?

- Workers who work within the City of Seattle
- Workers who work outside the City of Seattle who got hired within the City of Seattle

How does the ordinance help me?

If your boss is prosecuted, he or she can be:

- Ordered to pay you the wages stolen
- Be sent to jail
- Have his or her business license taken away

What to do if you are a Victim

If you believe you are a victim of wage theft, file a criminal complaint with the Seattle Police Department, and help the investigation by having this information available:

Who owes you wages?

- Provide the name, address, license plate number, and/or phone numbers of your boss, the business owner, or anyone who supervised your work.

How can you show you worked for your boss?

- Provide copies of documents or paper, e-mails, texts, photos from the workplace, any witnesses who saw you working, a description of the work and location, dates when the work was performed, or a written summary of the work performed or payment promised.

How can you show you were not paid?

- Provide copies of pay stubs, payment receipts, deposited or non-sufficient fund checks, bank records of cash deposits, journals or timesheets that track hours worked and money paid, or a summary of what problems you raised about your pay and your boss' response.

Wage theft is prevalent in some informal businesses where workers are often paid in cash and do not have formal written documents or payroll checks. The City of Seattle may still be able to help you even if you do not have some of these items.